

# 薪資停滯？事實陳述與亞洲跨國比較

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本文根據總體經濟學的文獻，提出三個問題來了解臺灣勞工薪資的變化。首先我們用勞動所得份額的趨勢來討論勞動與資本所得分配是否惡化？第二，我們計算實質勞動薪資與實質平均每人國內生產毛額的相關係數來討論勞動薪資是否與國民所得產生脫鉤的現象？我們不僅討論景氣波動，同時考慮成長趨勢下二者的連動狀況。第三，我們觀察薪資與邊際勞動生產力的差距與變化，探討廠商是否依據勞動生產力提供合理的勞動報酬？另外，為釐清這些薪資的問題是否為臺灣獨有，我們也將臺灣勞動所得結果之觀察與鄰近國家的現象做系統性的比較。

關鍵字：勞動生產份額、實質工資與國內生產毛額共變性、工資與生產力差距

# Wage Stagnation? Fact Disclosure and Cross-Country Comparison

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## ABSTRACT

This paper sheds light on three important issues in the macroeconomics literature, and comes to a better understanding of Taiwan's wage stagnation. First, we explore the trend of labor income shares, namely the labor income-output ratios, in Taiwan. This enables us to understand the distribution or trade-off between labor and capital shares. Second, we calculate the correlation coefficients between real wages and gross domestic product (GDP) per capita, showing that whether Taiwan's real wages and national income move in the opposite direction. Third, we calculate the gap between the marginal product of labor and real wage. This focus shows whether workers' salary is consistent with their productivity in Taiwan. Of particular importance, in all issues we compare the Taiwan case with neighboring countries in Asia. By these cross-country comparisons, we examine whether the wage stagnation in Taiwan is unique, or common in Asian countries.

**Key Words:** labor share, comovement of real wage and GDP per capita, difference between wages and productivity